

Executive Registry

75-2669

19 JUN 1975

MEMORANDUM FOR: Director of Central Intelligence
FROM : Deputy Director for Administration
SUBJECT : Minority Employment in Excess of Ceiling

1. Action Requested: It is requested that you delegate to the Director of Personnel authority to allow the head of an operating component to temporarily exceed ceiling in those cases where qualified minority applicants could not otherwise be employed.

2. Basic Data or Background: We have noticed in the last two months that qualified minority applicants are being "rejected" by components because of ceiling restrictions. Included are individuals with rather impressive credentials and young black liberal arts graduates from good schools who have a good grade point average. Six months ago they would have been seriously considered for employment, and many would undoubtedly have been put in process. We hope this situation will prove temporary. Under the new combined staff and contract manpower ceiling which will become effective 1 July 1975, there may be some room to maneuver. We are mindful, however, of the fact that qualified minority applicants are a "perishable" commodity because they usually have a choice of several good job offers. The chances are slim of recovering good applicants who have been rejected earlier.

Before a minority applicant is rejected, the file is reviewed one last time by the Director of Personnel. It is at this point that comments reflecting component interest "but for ceiling restrictions" can be noted. Several such cases have been noted recently. We believe it would be in the best interests of the Agency to hire such qualified minority applicants. It is imperative that we remove as many technical impediments to our EEO Program as possible, and component ceiling fits in this category.

EXCISE

P/2

note

3. Recommendation: We propose that the Director of Personnel be authorized to allow an operating component to temporarily exceed its ceiling in those situations where they have expressed a hiring interest in a qualified minority applicant but can proceed no further because of ceiling limitations. In such cases, the Director of Personnel will stress the obligation of a component to absorb the applicant within ceiling as soon as possible. Inherent in this recommendation is the possibility that a component hiring minority applicants under such conditions could, in fact, be over ceiling at the end of the fiscal year. We should also be aware that this course of action could be criticized as a conscious program of reverse discrimination. We feel, however, these risks are worth taking in our aggressive pursuit of affirmative action commitments.

/s/ John F. Blake
John F. Blake
Deputy Director
for
Administration

APPROVED/~~DISAPPROVED~~

/s/ W. E. Colby

10 JUN 1975

Director of Central Intelligence

Date

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